

Lighthouse Community Public Schools
 Salary Schedule:
 Hourly Instructional Role
 (Primary Instructor w/ A.A. or equivalency)
 2018



BASE WAGE		
Year of Experience	Base	Year-to-Year Increases
1	15.00	N/A
2	15.38	2.5%
3	15.76	2.5%
4	16.15	2.5%
5	16.55	2.5%
6	16.96	2.5%
7	17.38	2.5%
8	17.81	2.5%
9	18.26	2.5%
10	18.53	1.5%
11	18.81	1.5%
12	19.09	1.5%
13	19.38	1.5%
14	19.67	1.5%
15	19.97	1.5%
16	20.27	1.5%
17	20.57	1.5%
18	20.88	1.5%
19	21.19	1.5%
20	21.30	0.5%
21	21.41	0.5%
22	21.52	0.5%
23	21.63	0.5%
24	21.74	0.5%
25	21.85	0.5%
26	21.96	0.5%
27	22.07	0.5%
28	22.18	0.5%
29	22.29	0.5%
30	22.40	0.5%
31	22.51	0.5%
32	22.62	0.5%
33	22.73	0.5%
34	22.84	0.5%
35	22.95	0.5%
36	23.06	0.5%
37	23.18	0.5%
38	23.30	0.5%

ADJUSTMENTS (one maximum)		
w/ A.A. (+\$.35)	w/ B.A. (+\$.75)	w/ M.A. (+\$1.50)
15.35	15.75	16.50
15.73	16.13	16.88
16.11	16.51	17.26
16.50	16.90	17.65
16.90	17.30	18.05
17.31	17.71	18.46
17.73	18.13	18.88
18.16	18.56	19.31
18.61	19.01	19.76
18.88	19.28	20.03
19.16	19.56	20.31
19.44	19.84	20.59
19.73	20.13	20.88
20.02	20.42	21.17
20.32	20.72	21.47
20.62	21.02	21.77
20.92	21.32	22.07
21.23	21.63	22.38
21.54	21.94	22.69
21.65	22.05	22.80
21.76	22.16	22.91
21.87	22.27	23.02
21.98	22.38	23.13
22.09	22.49	23.24
22.20	22.60	23.35
22.31	22.71	23.46
22.42	22.82	23.57
22.53	22.93	23.68
22.64	23.04	23.79
22.75	23.15	23.90
22.86	23.26	24.01
22.97	23.37	24.12
23.08	23.48	24.23
23.19	23.59	24.34
23.30	23.70	24.45
23.41	23.81	24.56
23.53	23.93	24.68
23.65	24.05	24.80

ADDITIONAL ADD-ON'S		
Add-on	Value	Detail
EDUCATION ADD ON		
To add		
English/Spanish Bilingual	+\$.50	Fluency must be demonstrated by ability to translate / support in ILP's or similar parent meetings.
Additional Certification	varies by nature of certification	Some instructional roles may be filled by individuals that carry a certification or training that is specific to their instructional content and beneficial to students in that domain.
Leadership / Coordination role	varies by role and experience	For roles that involve one or more of the following, an additional add-on may apply: management of other adults, supervision of a small team, and/or coordination of program elements.
LCPS Alumnus	+\$1.00	For individuals that graduated from LCPS, we add on a salary increase to reflect the value of having alumni working with our students and modeling our Graduate Profile.

LCPS will undertake an examination of our salary levels at a minimum of every 3 years. We will examine the competitiveness of our salaries, state funding levels, and other aspects of compensation to determine whether adjustments may be made to the figures above. When possible, a COLA may be applied so that - in a given year - a returning teacher would gain the application of a COLA in addition to any increase associated with an additional year of experience.

In addition to salary, what else does LCPS provide in terms of total compensation?

At LCPS, we place value on serving students in a variety of ways. While one's total compensation doesn't necessarily capture that full value, it helps to highlight the strategic ways in which we strive to support teaching at LCPS:

Medical Benefits Package:

Coverage: Healthcare is currently provided under Kaiser, Dental provided under Principal Financial Group, and Vision provided under Ameritas.
 Contributions: 100% of employee coverage and 50% of dependant coverage is covered by LCPS for full-time employees.

Note: eligibility is established at .6 FTE. Pro-rated coverage is extended for employees above 60%, but less than full-time. Please see Personnel Handbook for full information.

Retirement Contributions:

Independent 403b: LCPS contributes 8% of all earnings, which matches the employee's contribution, with the LCPS contribution vesting fully after 5 years.